

## EMPLOYMENT INTERVIEW ANALYSIS

<i>Robert Bayless</i> Name of Applicant		Position Applied for	
<i>EL ED / Masters (2 classes each) / Regulating from Alleg.</i> Areas of Certification		Name of Interviewer	
<i>3/11/04</i> Date of this Interview		Name of Interviewer	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Fit them all. C.L. Exceeds itself to whole curricula. Standards - not sure if all</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Controlled management</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>- engaged all learners adapt to learning styles</i> <div style="float: right; text-align: right;"> <i>informal behavioral format</i> </div>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>potential administrator</i> <i>Confidentiality - well explained</i> <i>Teamwork - Essential</i> <i>Integrity - hit it</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 / 11

24 / 124

25

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Robert Bazylo</u>	Position Applied for <u>Elem. Ed. Psychology Degree</u>
Areas of Certification <u>Team B</u>	
Name of Interviewer <u>3/11/04</u>	
Date of this Interview <u>3/11/04</u>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: looked for - how to use lens itself in 2000 students - tailor centers to meet student needs - not at all obvious attention - student ownership Read Plo's Diary - reference					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: Parents participation - referenced exp. at S. D. More ways to engage students spoke of gifted & LS diverse - change of perspective act.					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: Relationship - informal formal necessary to actualize productive & creative level functioning adapt constantly indiv. - dialogue					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: Masters in Ed (a classroom admin) study while in district* Admin? to keep options open					
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3
COMMENTS: very comfortable with us					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: very articulate					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/11

04/24

05

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## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant	Robert Dazylek	Position Applied for	Elementary
Areas of Certification	Elementary	20 years away from Master's Elem Ed	
Name of Interviewer	B. Schreiner	no grade preference	
Date of this Interview	3/11/04		

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: standards; integrated subjects Constant + ongoing assessment.					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: define learning area students participate in our learning review; BB; call parents					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: assess in everything; written & verbal responses content; IEPs; variety of tasks for ability level. * student work					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Management - good work ethic</i> <i>8 people - 2 1/2 yrs. in charge of team but part of larger team</i> <i>Partnership w/ parents; early + consistent communication</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>Humor</i> <i>Organized, responsible, energetic</i> — <i>student focused, "pre-active"</i> <i>Emergency Sub → education degree</i> — <i>"pro + re" - consistent</i> <i>Questions: facility in education</i> — <i>assess + adapt</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 / 1

24 / 24

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**EMPLOYMENT INTERVIEW ANALYSIS**

<u>Robert Bazylak</u> Name of Applicant	<u>Elem.</u> Position Applied for
<u>Elem</u> Areas of Certification	
<u>Heller</u> Name of Interviewer	
<u>3-11-04</u> Date of this Interview	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 / 11

25

25 / 24


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## EMPLOYMENT INTERVIEW ANALYSIS

<u>Robert Bazylak</u> Name of Applicant	<u>Elementary</u> Position Applied for
<u>Elementary</u> Areas of Certification	
<u>John Karrs</u> Name of Interviewer	
<u>3/11/04</u> Date of this Interview	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: - Went into room prior to long term teaching - assessing students.					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: Community space - students need extra space. Dynamic learning environment. - Space to participate rather than "student work should be decorating the class." "Simple put on the back"					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: Talk w/ them rather than @ them. - "Any subject @ any time. - "Centers' / cooperative learning. - "Needs an extremely diverse" flexibility.					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: Stars program, Newspaper project,  "My best work is the best work of my students"					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: Student focused. - "Pro-active" style - very organized. Good work ethic - SET. → well defined. "If don't feel I'm ready for the next day I don't know!" "Communicate with the family prior to school starting." - "There can never be too much communication."					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

11/11

25/24

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## EMPLOYMENT INTERVIEW ANALYSIS

<u>Bob Bazylak</u> Name of Applicant	<u>Clem.</u> Position Applied for
<u>El. Ed.</u> Areas of Certification	<u>No preference</u>
<u>DAS</u> Name of Interviewer	
<u>3/11/04</u> Date of this Interview	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>utilize space to create learning environment</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>24/7 assessment to drive instruction</i> <i>"Hard not to include r, w, l + s" - any subject, any time</i> <i>Use Assessment to meet student needs - variety of act. + centers</i> <i>No student ignored!</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: "STARS" + Newspaper — time + effort to get it started End goal Doing what it takes to get the job done					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: Wow! Student Focused Pro-active — constantly assessing strong work ethic Understands leadership Communicate before school starts & introduction Open comm. w/ parents Partnership					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

+ /1

+ 124

25

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## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Bob Bazylak</u>	Position Applied for <u>(2 classes shy of Masters) (Psych-degree)</u>
Areas of Certification <u>Elem. Ed.</u>	
Name of Interviewer <u>3-11-04</u>	
Date of this Interview <u>3-11-04</u>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Need organization - mentioned most aspects.  <del>Not</del> leveled reading. Centers -            Ongoing assessments. Natural &amp; obvious expansion of tdy.            Standards - mentioned main - course of others</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>- Proactive &amp; partnership w/ parents. Communicate w/ parents.            Tchr/st. partnerships - Fun &amp; interactive.            - Diversity of students calls for wider array of activities.            Individual needs.</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Informal assessment - observation.            Ongoing - make decisions based on.            Address diff. ling. styles.            Referred to Rubrics (not by name) (implied)            Implied Differentiated Instruction.</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: 2 classes shy of Masters in Elem Ed. Interested in research in the district. Seeks answers from others. Interested in Admin. Teamwork - cooperation - learning from each other - best interest of child. Integrity - responsibility, honor, trust - professionalism. <i>confidentiality - obligation to others to uphold standards. Keep info to self.</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 /1

22 /24

(23)

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# EMPLOYMENT INTERVIEW ANALYSIS

<u>Rahit Basingla</u> Name of Applicant	<u>Elem</u> Position Applied for
<u>Elem Ed -</u>	
Areas of Certification	
<u>Team B:</u> Name of Interviewer	
<u>3/11/04</u> Date of this Interview	

	1	2	3	4	RATING
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: - 1) Organization - Showed body, Travel, Writing, ongoing assessment. Qualities 4/					
2) Learning, Learning, Math, S.St, Sci, 14					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: 3) Discipline - Control points - partnership 4/					
Rules - developed with assistance of student teacher/student/parent - high expectations for, responsible interaction					
4) Under many 9 students, diff. instruction, flexible grouping, next indiv. needs. 4					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: 1, assessment - informal - "breakfast", significant 4/					
formal - necessary, ongoing adaptation					
6) address L.S.L., play, thinking, diff. instr., 3					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: 7) Psychology from Allyn, want a discussion - PD - 2 classes from completing M. Ed. Ed. study skills. ask for advice, - admin desire.					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS: Integrity - respect, account, honor, trust, Conduct in prof. manner & all Conf - strong sense of honor - able to face st. to (only when necessary) Demure - essential - Comp; learning from each other, but not of children.					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 / 1

25 / 24

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## EMPLOYMENT INTERVIEW ANALYSIS

<i>Robert Baylek</i> Name of Applicant		Position Applied for	
<i>EL ED / Masters (2 classwork) / Psychology from Alleg.</i> Areas of Certification		Name of Interviewer	
<i>3/11/04</i> Date of this Interview		Name of Interviewer	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>hit them all - C.L. leads itself to whole curric. Standards - not sure of all</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>answered management</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>- engage all learners adapt to learning styles</i> <div style="float: right; text-align: right;"> <i>informal, behavioral formal</i> </div>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>potential administrator</i> <i>Confidentiality - well explained</i> <i>respectable</i> <i>Teamwork - Positive</i> <i>Integrity - Put it</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 / 1

24 / 24

25

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## EMPLOYMENT INTERVIEW ANALYSIS

<u>Robert Bozulak</u> Name of Applicant	Position Applied for <u>Psychology Degree</u>
<u>Elem. Ed</u> Areas of Certification	<u>Team B</u> Name of Interviewer
<u>3/11/04</u> Date of this Interview	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>looked great - four brackets - lend itself in other students - tailor centers to meet student strengths - natural obvious extension - student ownership</i> <i>Read Flood Diary - reference.</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Parents partnerships - referenced exp. at S. D.</i> <i>More ways to engage students spoke of gifted &amp; LS</i> <i>diverse - change of instruction act.</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Kid watching - informal</i> <i>formal necessity to establish</i> <i>proactive &amp; reactive</i> <i>level functioning</i> <i>adapt constantly</i> <i>indiv. - dialogue</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: Masters in Ed. Ed (2 classes away) Admin? to keep options open study skills instruction*					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3
COMMENTS: very comfortable with us					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: very articulate					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/11

21/24

25

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant	Robert Dazylich	Position Applied for	Elementary
Areas of Certification	Elementary	2 courses away from Master's Elem Ed	
Name of Interviewer	B. Schramm	no grade preference	
Date of this Interview	3/11/04		

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: standards; integrated subjects Constant + ongoing assessment					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: defined learning area students participate in our learning review; BB; call parents					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: assess in everything; written & verbal responses center; IEPs; variety of tasks for ability level. * student works					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Management - good work ethic</i> <i>8 people - 2 1/2 yrs. in charge of team but part of larger team</i> <i>- Partnerships w/ parents ; Early + Consistent Communication</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>Humor</i> <i>Organized, responsible, energetic</i> — <i>student focused, "pre-active"</i> <i>Emergency Sub → educator degree</i> <i>"pro + re" - constant assess + adapt</i> <i>Questions: quality in educator</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

24/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

25

**EMPLOYMENT INTERVIEW ANALYSIS**

<u>Robert Bazylak</u> Name of Applicant	<u>Elem.</u> Position Applied for
<u>Elem</u> Areas of Certification	
<u>Heller</u> Name of Interviewer	
<u>3-11-04</u> Date of this Interview	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 / 1

25

25 / 24


The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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## EMPLOYMENT INTERVIEW ANALYSIS

<u>Robert Bazylak</u> Name of Applicant	<u>Elementary</u> Position Applied for
<u>Elementary</u> Areas of Certification	
<u>John Karrs</u> Name of Interviewer	
<u>3/11/04</u> Date of this Interview	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: - Went into room prior to long term teaching - assessing students.					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: Community space - students used extra space. Dynamic learning environment. - Space to participate rather than "student work should be decorating the class." "Simple put on the back"					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: Talk w/ them rather than @ them. - "Any subject @ any time. - "Centers' / cooperative learning. - "Needs an extremely diverse" flexibility.					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: stars program, Newspaper project,  "My best work is the best work of my students"					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: student focused. - "Pre-active" style - very organized. Good work ethic - ST&T. → well defined. "If don't feel I'm ready for the next day I don't leave" "communicate with the family prior to school starting." - "There can never be too much communication."					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

11/11

25/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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## EMPLOYMENT INTERVIEW ANALYSIS

<u>Bob Bazyak</u> Name of Applicant	<u>Elem.</u> Position Applied for
<u>El. Ed.</u> Areas of Certification	<u>No preference</u>
<u>DAS</u> Name of Interviewer	
<u>3/11/04</u> Date of this Interview	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>utilize space to create learning environment</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>24/7 assessment to drive instruction "Hard not to include r, w, l + s" - any subject, any time Use Assessment to meet student needs - variety of act. + centers No student ignored!</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: "STARS" + Newspaper - time + effort to get it started End goal Doing what it takes to get the job done					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: Wow! Student Focused Pro-active - constantly assessing strong work ethic Understands leadership Communicate before school starts / introduction Open comm. w/ parents Partnership					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

+ /1

+ 124

25

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Bob Bazylak</u>	Position Applied for <u>(2 classes shy of Masters) (Psych-degree)</u>
Areas of Certification <u>Elem. Ed.</u>	
Name of Interviewer <u>11-04</u>	
Date of this Interview <u>11-04</u>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Need organization - mentioned most aspects. <del>the</del> leveled reading. Center - Ongoing assessments. Natural &amp; obvious expansion of tdy. Standards - mentioned main - ensure of others</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>= Proactive &amp; partnership w/ parents. Communicate w/ parents Tchr/st. partnerships - Fun &amp; interactive. - Diversity of students calls for wider array of activities. Individual needs.</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Informal assessment - observation. Ongoing - make decisions based on. Address diff. ling. styles. Referred to Rubrics (not by name) (implied) Implied Differentiated Instruction.</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: 2 classes shy of Masters in Elem Ed. <span style="float: right;">confidentiality - obligation to uphold standards.. keep info to self.</span> Interested in research in the district. Seeks answers from others. Interested in Admin. Teamwork - cooperation - learning from each other - best interest of child. Integrity - responsibility, honor, trust - professionalism.					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 / 1

22 / 24

(23)

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

**EMPLOYMENT INTERVIEW ANALYSIS**

<u>Erin Bourguin</u> Name of Applicant	<u>Any - K-3 Rtg</u> Position Applied for
<u>Elem. Ed K-6</u> Areas of Certification	
<u>D. STANTON</u> Name of Interviewer	
<u>3-4-04</u> Date of this Interview	
<i>Summa cum Laude</i>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS:					
<i>Portfolio - too big.</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

23/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Erin Bourquin</u> Areas of Certification <u>Elementary</u> Name of Interviewer <u>Team B</u>	Position Applied for <u>Elementary</u> Date of this Interview <u>03/04/04</u>
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TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: Good understanding of 8 components - mentioned need for organization to be able to implement guided info - discussed Think Alouds, Kid Writing					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: Discuss in discipline plan which incorporates modeling reteaching uses ✓ practice during recess time (APL) Consistent rules needed Recognize need to adjust instruction for L.S. Title I Stations to help learn concepts at different levels					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <u>be</u> assessment (ongoing) appropriate to <u>critical</u> instruction Format - relative to what taught (clear match) PDSA/standards go (portfolios/projects)					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>get Rob Specialist - has tried to dev. self through prof. Prog</i> <i>Well defined</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

24/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Erin Bourquin</u>	Position Applied for <u>Elem. Ed. (concentration in Science)</u>
Areas of Certification <u>3-4-04</u>	
Name of Interviewer <u>3-4-04</u>	
Date of this Interview <u>3-4-04</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Comp. literacy - 8 parts - all tied into each other. Shared rdg. indep. rdg. Reading, responses, Guided Reading, like it. Think aloud. Kid writing. Titles organization. Long. Arts, Sci., SS., math.</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Proactive discipline plan to prevent problems, Modeling &amp; instructing beforehand. Rereading. Age-based consequences. Practice behavior on their time. Parent communication. Hierarchy of severity of consequences. Post rules. Equitable peer work, Stations, ability grouping. Title I - collaboration.</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Informal - pre-assessment, ongoing assessments &amp; diagnostic - One-on-one. Formal - make relative to what you've done. Use PSSA &amp; standards as a guide. (Change problem to tomorrow)</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>masters in Reading - looking forward. Learned more in last 1 1/2 yrs. than all of college Self read. Continuous Integrity - Be true to who you are, stand behind Confid - mentioned Par, / King / Students Team work - work w/ title I teacher + grade level, administrators</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>well organized - both portfolio + thoughts. Withitness - always knowing what's going on around you.</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 / 11

24 / 24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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## EMPLOYMENT INTERVIEW ANALYSIS

<i>Eren Bourguin</i> Name of Applicant	Position Applied for
<i>EL Ed. (K-6) (Concentration in Science)</i> Areas of Certification	
<i>Team B.</i> Name of Interviewer:	
<i>3/4/04</i> Date of this Interview	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>3 parts interview - elaborated on all parts. Thankful for writing</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>APL. traits ✓ marks - based on age differentiated instruction/stations collaboration w/ Title I/LS.</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>she assessing one on one, DRAs, running records, correlate assess. w/ lesson projects/portfolios</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Self-motivated - life long learner</i> <i>Mentor</i> <i>Intell. - ✓</i> <i>Confident - ✓</i> <i>Teamwork - ✓</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

c /1

24 /24

24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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# EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <i>Erin Bourque</i>	Position Applied for <i>Elem.</i>
Areas of Certification <i>Elem. B</i>	
Name of Interviewer <i>3/4/04</i>	
Date of this Interview 	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: (1) D. Williams general comments, that clouds. (2) Long Run, W.S.V. Sec. Sec. SE, north, 4					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: (3) model good behavior, structure behavior. rules & consequences - ✓ definite set up. take their quality time - 4/4 rules posted & reviewed. (4) all are different - LS: indiv. differences - learning stations.					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: (5) processing - inquiry, diagnostic, ask P's. 1 on 1 review needs DRA - observation. Small note. found - assess what you teach, P's H's put your paper/pencil - portfolio (6) following 20s - Chris really answer					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: ① must constantly progress as a learner. watches for byproduct - research. ② integrity - true to who you are - stand behind what you say Conf. is the key factor you need to maintain Conf. teamwork - working with J.P. Tinker, Grade Level, Admin.					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

24/24

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## EMPLOYMENT INTERVIEW ANALYSIS

No reference  
headed toward her

Erin Bouquin      Ekan

Name of Applicant      Position Applied for

Ekan (Concentration - Science)

Areas of Certification

J. KARNIS

Name of Interviewer

3/4/04

Date of this Interview

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: STANDARDS USED AS A "SKELETON TO WORK FROM" USE TO COMPARE ONE THING IN SD TO ANOTHER. NOT THE "END ALL" Assumed as "diagnostic tool" almost on a daily basis.					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: GRADE LEVEL INFLUENCED. CENTERS w/ Books everywhere High quality work - identified on a personal basis - use to push forward. - Not to make there not so acoustically fortunate feel set.					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: - "include writing to math often" much practice. - Modeling from teacher, very important. - groups for all students based on need. - allow for movement utilize Title I & aides to help assist!					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>- Had management experience.</i> <i>- dedication.</i> <i>- constantly trying to learn new things.</i> <i>- " progress as a learner.</i> <i>- involve part volunteers.</i> <i>- Customer service - very important.</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>Very confident</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ /11

☒ 24/24

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It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

## EMPLOYMENT INTERVIEW ANALYSIS

<u>Erin Bourquin</u> Name of Applicant	<u>Elem</u> Position Applied for
<u>Elem K-6</u> Areas of Certification	
<u>Heller</u> Name of Interviewer	
<u>3-4-04</u> Date of this Interview	
<u>Prof- K-3,</u>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>Grnd. 12/03 - 5 wks. Cont. Krl., 6 wks. - stud. taught. Continued Saegertau</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

24 124

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <i>Erin Bourquin</i>	Position Applied for <i>Elementary</i>
Areas of Certification <i>Elementary</i>	<i>no preference - K-3 if goes to Reading master in</i>
Name of Interviewer <i>Schroeder</i>	
Date of this Interview <i>3/4/04</i>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<i>4</i>
COMMENTS: <i>skeleton of where need to be - testing shows how you are doing assessment - diagnostic tool - what changes to make tomorrow - going - std at end Comprehensive; portfolios (writing) growth</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<i>4</i>
COMMENTS: <i>based on grade levels K-3; reading area, lots of books, literature such as Writing Center, differentiated instruction on personal basis "good jobs" one on one contact Classroom Community varied positive reinforcement</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<i>4</i>
COMMENTS: <i>Reading + writing come up in Sci, SS</i> <i>persuasive writing in SS</i> <i>writing in PSSA much more practice at writing</i> <i>*1st mention Math relations, title I, aide to assist, A DHD diversity serving area.</i> <i>HI, VI FM system, picture class</i> <i>Divergent thinking</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4

## COMMENTS:

Strong work ethic - worked @ age 16 - retail management @ 20  
 promoted to manager @ 9 months - purchased for 2 stores  
 "A" in school after years of B; dedicated; constant learn new things  
 progress as a learner.  
 weekly newsletter, open door to parents "customer service"  
 Parent volunteers (center)

APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
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## COMMENTS:

POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
--	--	--	---	--	---

## COMMENTS:

40 content interview - 5 wk K @ Cch Elem - 6 wk @ CS - maybe master in reading  
 5% g2 Cch go 6 @ Sq.  
 District goals where I shared focus -  
 4th grade APL  
 portfolio was more than 10 pages long  
 Edmundo Magueta of excellence

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 / 1

24 / 24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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24 / 24

# EMPLOYMENT INTERVIEW ANALYSIS

<u>Erin Bourquin</u> Name of Applicant		Position Applied for <u>Any - K-3 Rdg</u>	
<u>Elem. Ed K-6</u> Areas of Certification		<u>D. STANTON</u> Name of Interviewer	
<u>3-4-04</u> Date of this Interview		<i>Summa cum Laude</i>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS:					
<i>Partialis - too big.</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ 11

☐ 23/24

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## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Erin Bourquin</u>	Position Applied for <u>Elementary</u>
Areas of Certification <u>Elementary</u>	
Name of Interviewer <u>Team B</u>	
Date of this Interview <u>03/04/04</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: Good understanding of 8 components - mentioned in org. attor to be able to implement guided, self-discussed minifields, K&W					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: Discuss in discipline plan which incorporates reading/reteaching w/ practice during recess time (APL) Consistent rules created Recognize need to adjust instruction for L.G. kids Stations to help learn concepts at different levels					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <u>the</u> <u>assess</u> <u>or</u> <u>for</u> <u>the</u> <u>project</u> <u>or</u> <u>the</u> <u>project</u> Formed - relative to str. Guid (also noted) P&W/8-10/10/04, 10/10/04 goals (Portfolios/Project)					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>get Rob Specialist - has tried to dev. self through prof. Gdn</i> <i>Well defined</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

24/124

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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